



**DEPARTMENT OF THE TREASURY
DEPARTMENTAL OFFICES
CAREER OPPORTUNITY**

**Financial & Program Analyst, GS-301-9/11/12/13
Multiple Vacancies**

Career or Career-Conditional Appointment

This announcement is a solicitation for applications from all sources.

No prior civil service is required.

VACANCY ANNOUNCEMENT NUMBER 2004-046VCJ

The Office of Personnel Resources will be accepting applications for the position identified above from February 10, 2004, through March 10, 2004. All applications must be received by March 10, 2004.

A full time (40 hours per week) position is available for a Financial and Programs Analyst in the Community Development Financial Institutions (CDFI) Fund's Policy and Programs division. The CDFI Fund is charged with promoting economic revitalization and community development through investment in and assistance to community development financial institutions; through encouraging insured depository institutions to increase lending, financial services and technical assistance within distressed communities and to CDFIs; and through allocation of tax credits for community development through the New Markets Tax Credit (NMTC) Program.

Through the CDFI Program, the Fund provides grants, loans and technical assistance to new and existing community development financial institutions (CDFIs) such as community development banks, community development credit unions, revolving loan funds, and micro-loan funds. The Fund also is responsible for the implementation of the NMTC Program. Through this program the Fund allocates tax credits to Community Development Entities (CDEs). The credits are used to raise capital for investment in economically distressed communities. A Financial and Program Analyst may report to any one manager within the Policy and Programs division, and is responsible for assisting in the implementation of the Fund's programs. Specific duties include: (1) evaluating applications for certification as CDFIs and as CDEs; (2) evaluating applications for technical or financial assistance awards and allocation of tax credit authority; (3) participating in the development of policy and guidance with respect to the implementation and administration of the programs the Fund administers; (4) conducting outreach and training on programs administered by the CDFI Fund; and (5) other tasks related to implementation of the CDFI, NMTC and Bank Enterprise Award Programs, and other programs as may be administered by the CDFI Fund.

The Fund is located in the heart of downtown Washington, D.C. at 601 13th Street, NW, seconds away from the Metro Center, shops, restaurants, and less than 3 blocks from the Main Treasury Building located on the White House Complex.

Additional information is provided on the reverse side of this announcement for Veterans, Status Candidates and Persons Eligible Under Special Appointing Authorities.

A copy of this vacancy announcement is also available through OPM's web site at www.usajobs.opm.gov or Treasury's web site at <http://intranet.treas.gov/sites/tvas>.

Questions regarding this position may be answered by contacting Vera Jones at (202) 622-1104. You may email your application to vera.jones@do.treas.gov or fax your application to (202) 622-0161.

BENEFITS:	<ul style="list-style-type: none">~ Salary \$40,894 - \$91,672~ 10 Paid Holidays~ Paid Annual & Sick Leave~ Federal Employees Retirement Plan~ Health Benefits ~ Life Insurance ~ Awards~ Valuable Work Experience~ Thrift Savings Plan (Similar to 401K plans)
APPLICATION PROCEDURES:	~ In order to assist you in preparing your application package, instructions and checklist are included with this announcement.
QUALIFICATION REQUIREMENTS	~ In accordance with the Office of Personnel Management's qualification standard Administrative and Management Positions, all candidates must possess one year of specialized experience equivalent to at least the next lower grade level. Specific information defining experience creditable as "specialized" is included on the following page.

Status candidates who wish to be considered under both merit promotion and OPM competitive procedures must submit two complete applications. When only one is received, it will be considered under merit promotion procedures only.

Veterans Employment Act of 1998: Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 or more years of continuous active service may apply.

Employment of People with Disabilities: The Departmental Offices provides reasonable accommodations to applicants with disabilities on a case-by-case basis. If you need a reasonable accommodation for any part of the application and hiring process, please notify the point of contact listed on this vacancy announcement.

Specialized Experience: Specialized experience is experience which provided the applicant with the particular knowledge, skills, and abilities (KSA's) to successfully perform the duties of the position and which is typically related to the work of the position to be filled.

Substitution of Education for Experience: For the GS-9: 2 full years of progressively higher level graduate education or Master's or equivalent graduate degree (i.e. LL.B or J.D.), For the GS-11: 3 full years of progressively higher level graduate education or Ph.D or equivalent doctoral degree.

Basis for Rating: Applicants will be evaluated for this position based on their relevant experience (including voluntary experience), education, training, and awards as reflected in their application as of the closing date of this announcement. Status applicants will be rated and ranked based on values that are assigned to your experience to determine the best qualified. Therefore, to receive full consideration, applicants are strongly encouraged to address the rating factors listed below. These rating factors may be addressed by using plain paper. Training records, awards, and supervisory appraisals will also be considered in the ranking process.

Rating Factors:

1. **Knowledge and experience in the community development finance field, including community development financial institutions (CDFIs). The candidate should be able to demonstrate awareness/knowledge of the community development finance field, including strategies used to achieve impacts in domestic urban and rural markets. Ideally, the candidate should be able to demonstrate an understanding of how CDFIs, CDEs, and other similar entities contribute to community economic development strategies and how public and private sector programs and products support such strategies. An understanding of the role of various financial products and services in addressing community development financial needs is desirable. Experience working for a community development finance entity, or working with such entities is desirable.**

- 2. Demonstrated skill in analysis of complex issues, including the ability to evaluate financial statements, financial projections, governance structures, products and services, economic markets and other factors used in underwriting and analyzing investments in businesses (including CDFIs, CDEs and other financial institutions engaged in community development or related fields), real estate projects, or other community development organizations, including non-profit entities. Demonstrated ability to analyze and underwrite (or review for funding) investments in financial institutions (including CDFIs and CDEs), other community development organizations, or other businesses or real estate projects. Candidates should be able to demonstrate skills in this area and their likely ability to apply these skills in the context of community development initiatives.**
- 3. Knowledge of or experience in developing or implementing loan and investment underwriting or funding selection guidelines and/or policies and procedures relating to the administration of financial or technical assistance programs, particularly in the field of community development or related fields. Candidates should be able to demonstrate skills relating to the development or implementation of review/underwriting criteria.**
- 4. Oral and written communications skills, including the ability to communicate program policies and requirements to diverse audiences, and the ability to present analytical findings orally and in writing. Candidates should be able to present and articulate their communication skills and experiences including communicating technical matters in writing and verbally to small and larger audiences.**
- 5. Ability to undertake multiple tasks and projects simultaneously and achieve expectations in a time sensitive environment.**

Non-status candidates are those applicants who have not been appointed to a permanent position in the competitive service. Upon request from the selecting official, all non-status candidates who meet minimum qualification requirements will be forwarded to OPM for ranking and referral.

Time-in-Grade: Status applicants applying under merit promotion procedures must meet the time-in-grade requirements outlined in 5 C.F.R., Subpart F, i.e., at least 52 weeks at the lower grade level.

Non-critical Sensitive - This position has been designated noncritical sensitive. The individual selected for this position will be subject to the necessary security investigation. Executive Branch agencies are barred from accepting or considering prohibited political recommendations and are required to return any prohibited political recommendations to the sender.

Note for CTAP/ICTAP Eligibles: Treasury Career Transition Assistance Program (CTAP) eligibles in the local commuting area who are determined to be “well-qualified” for this position will be given selection priority consideration. Interagency CTAP eligibles in the local commuting area that are determined to be “well-qualified” for this position may apply for special selection priority over other candidates for this position. In accordance with Treasury’s Career Transition Assistance Plan, a CTAP/ICTAP eligible will receive special selection priority consideration if 1) applying at or below the grade level from which separated with no greater promotion potential than the position from which separated, 2) is within the commuting area, and 3) is determined to be “well-qualified” for this position. To be determined “well-qualified,” a candidate must be able to demonstrate that he/she has had specialized experience in the community development industry, including development finance. Candidates must submit documentation of eligibility under the Department of the Treasury CTAP/ICTAP for special selection priority: i.e., a copy of the certification/displacement letter, along with all other items listed in the “How to Apply” section of this announcement.

Application Procedures: In order to assure that you are given full consideration for this position, the information identified on the attached checklist should be included in your application package.

Application packages may be mailed to: Department of the Treasury, Office of Personnel Resources, Room 5204, 1500 Pennsylvania Avenue, Washington, D.C., 20220. Applications sent in government postage paid envelopes WILL NOT be considered. We will accept applications faxed from government fax machines. Applications received under this announcement will not be returned. Therefore, do not submit original documents that you will need for your personal records.

Recruitment bonus is not authorized.

Promotion Potential: The selectee may be promoted to the full performance level without further competition when all regulatory, qualification and performance requirements are met. Selection at a lower grade level does not guarantee promotion to the full performance level, but depends on the selectee's demonstration of the ability to perform the duties of the higher grade to the satisfaction of the supervisor and the availability of enough work to support the targeted position.

ALL APPLICANTS WILL RECEIVE CONSIDERATION REGARDLESS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, AGE, NONDISQUALIFYING DISABILITY, SEXUAL ORIENTATION, POLITICAL AFFILIATION/NOAFFILIATION, GENETIC INFORMATION, MARITAL STATUS, OR PARENTAL STATUS.

APPLICANT CHECKLIST

This checklist is provided to assist you in preparing your application package. The items marked by an asterisk are **REQUIRED** and must be included in your application package for you to be considered for this position.

JOB INFORMATION

- ☐ *Updated SF-171, "Application for Federal Employment," OF-612, "Optional Federal Employment Application," or "Resume," or any other format your choose.
- ☐ Announcement Number
- ☐ Title and grade of the position applying for.
- ☐ Identify the lowest pay or grade level you will accept. (*You will not be considered for jobs which pay less than you indicate.*)
- ☐ *Copy of most recent (nonperformance/non-incentive award) SF-50B, "Notification of Personnel Action." (*Status applicants only.*)

PERSONAL INFORMATION

- ☐ First, last & middle name
- ☐ Mailing address (*with ZIP Code*)
- ☐ Social Security Number
- ☐ Day and Evening Phone Numbers (*with area code*)
- ☐ Country of Citizenship
- ☐ Highest Federal civilian grade held. Include job series and the dates you were at this grade level.

WORK EXPERIENCE

- ☐ Describe specific duties & responsibilities.
- ☐ Include paid and volunteer work experience.
(Include title, grade & series if applicable)
- ☐ Performance Appraisal
- ☐ Indicate if we may contact your supervisor.

OTHER QUALIFICATIONS

- ☐ Job-related skills, accomplishments, and awards, (i.e. awards or special fellowships received, i.e., typing proficiency, skills with computers, speaking other languages, public speaking, membership to professional orgs.)
- ☐ Job-related qualifications must be described
- ☐ Job-related certificates & licenses (*current only*)
- ☐ Job-related training courses (*title and year*)
- ☐ Rating factors identified on the previous page.
(Factors may be addressed on bond paper.)

INFORMATION FOR VETERANS

- ☐ DD Form 214
- ☐ Proof of veterans' preference if applicable.

PERSONS WITH DISABILITIES

- ☐ Letter of eligibility from the appropriate State Department Rehabilitation Service.
(This document is to be provided only if you are applying under a special appointing authority for individuals with disabilities.)

EDUCATION

- ☐ **High School, address & zip *code***
- ☐ **Date of diploma or GED.**
- ☐ **Colleges & Universities, address & *zip code***
- ☐ **Identify majors, degree received, & date graduated (If you have not received your degree, show total credits earned and indicate whether semester or quarter hours**
- ☐ ***College transcripts. (*If applicable*)**